



Intrapreneurship – « Young professionals starting innovation »»

- The ability of companies – on “innovation”
 - to develop, select and implement ideas,
 - to create the right “creative” climate and methods,
 - to stimulate personal development, leadership, communication.
- An ‘Innovative’ workplace climate is the most important issue: when we take people seriously and take care of their ideas
- The unions should be involved in innovation & can gain from being innovative and creative,



Intrapreneurship and innovation - cases

- Characteristics of intrapreneurship practices & cases
- Nokia Siemens:
 - There has to be room for every employee to be innovative, investigate, to learn new things.
 - A real company climate to foster innovation.
 - Specific processes are necessary to generate innovation.



Innovation & professionals

- What is the **job of the professionals**?
- How should we manage the work of the professionals?
 - A culture shift **and** another organisational design: an organisational revolution with an important role for the professionals.
 - Turnover from functional, centralistic organisation towards customer orientated decentralised organisation.
 - Multidisciplinary **teams** are the building blocks of the organisation.
 - **broaden the role** of the professional:



Innovation & professionals - panel

- **Teams** give an opportunity to diversity: in any organisation we have roles for the young professionals, experienced professionals, managerial staff, etc.
- Young people - arriving in a company - want to develop their competences and knowledge. They want **personal development**.
- Trade unions should discuss with the management on these new organisational concept. All types of companies are able to apply these new concepts ;



YOUNG GRADUATES AND INNOVATION

- Innovation and HR-policies
- Supportive frameworks (government policies) for innovative policies: e.g. SMEs
- Trade union 'innovators' can come and help the organisation to survive?
- Role of mentorship for intrapreneurship, to support and accompany.



Intrapreneurship and innovation – WG on trade union role

- Different opinions & focus:
 - Trade unions have to broaden the scope of the social dialogue on company level.
 - Other dimensions of Health & safety: creative work environment, work organisation, safe and secure jobs.
 - Board representatives who have links with the trade unions: can discuss innovation policies
 - Trade unions should stick to their core business: protection of workers, negotiations on pay & conditions.



Intrapreneurship and innovation – WG on trade union role

- Innovation & intrapreneurship is fully part of the society discussion. It's about social responsibility (Responsible Management)
- Trade unions must protect creative workers. What about the pay policy in case of teamwork?
- Focus and enlarge the traditional agenda of the workers: e.g. education and training.
- Trade unions should promote innovation as an added value on economic and HR-policies (to guarantee jobs in the future)



Intrapreneurship and innovation – WG on trade union role

- Younger people have different expectations from trade unions.
 - On line affiliation in France
 - Abolish Congress in Denmark
- 'Innovation' inside the trade union organisation.
- Support members in the discussions on innovation and work environment on company level.
 - Go for 'quality' jobs